

NATIONAL INDEPENDENT LABOR JOURNAL

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VOICE OF INDEPENDENT UNIONS

SEPTEMBER—1960

National Safety Council Annual Convention October 17 to 21

CHICAGO—The viewpoints on safety of labor, management and the clergy will be discussed at labor sessions of the 48th National Safety Congress, annual convention of the National Safety Council.

The Congress, to be held here Oct. 17-21, will attract 12,000 safety specialists from the United States, Canada and several foreign countries. Labor sessions will be held Oct. 18-20 at the Conrad Hilton Hotel.

The opening session, a discussion of labor-management cooperation in safety, will feature three speakers:

For management — Dan Adair, safety coordinator, Pacific Coast Association of Pulp and Paper Manufacturers, Portland, Ore.

For labor—Clarence N. Sayen, president, Air Line Pilots Assn., AFL-CIO, Chicago, and John T. Atkinson, safety director, International Woodworkers of America, AFL-CIO, Vancouver, B.C., Canada.

Speakers at the Oct. 19 session will be William F. Schnitzler, secretary - treasurer, and Charles Webber, director, department of religious relations, both of the AFL-CIO, and Edward G. Fox, president, Bituminous Coal Operators Assn.

Stanley J. Butcher, of the U.S. Department of Labor, Washington, D.C., will conduct a safety training course Oct. 20 with labor members from the Chicago areas as students.

The 48th National Safety Congress, "the World's Biggest Safety Show," will have 300 sessions on all forms of safety—farm, home, work, public, school and traffic—and 900 program participants, as well as hundreds of exhibits of safety devices and products.

Employers Pay On Violations

Illinois employers were compelled to pay \$453,111 to 3,664 workers to make up for underpayments in the year ended June 30, the U.S. Department of Labor's wage-hour and public contracts division announced.

Earl F. Halverson, Chicago, the division's regional director, said that underpayments of more than \$700,000 were uncovered in investigations.

Most violations involving failure to pay a minimum wage of \$1 an hour and overtime of time and a half after 40 hours of work a week, were due to a misunderstanding or misapplication of the law, said Halverson.

In Halverson's region of Illinois, Indiana, Minnesota and Wisconsin, \$1,048,815 was paid to 8,395 workers in makeup payments, he said.

Injunction Suit Filed Against Wisc. Creamery

Milwaukee, Wisc., August 10, 1960—Secretary of Labor James P. Mitchell asked the U.S. District Court here today for an order permanently restraining the Graf Creamery Company, Inc. of Zachow, Wisconsin (Shawano County) from future violations of the Fair Labor Standards Act — the Federal Wage and Hour Law. Albert H. Graf is the president of the corporation.

The firm produces butter, and employs approximately 21 persons.

Earl F. Halverson, Regional (Continued on Page Ten)

"Permanent" Non-union Strike Replacement Loses Suit Over Firing

A "permanent" nonunion replacement employee, hired during the Wilson & Co. strike and discharged after the walkout ended, failed in a federal court suit asking damages. The court ruled that a worker who takes a job during a walkout is not entitled to special consideration for permanent employment.

Walter Albers, of Kiester, Minn., was one of 950 nonunion workers hired by Wilson & Co. to keep operations near normal after the United Packinghouse Workers struck last December. The Company offered them permanent employment. As the walkout dragged on, the key issue became one of job rights — the opposed claims of strikers and replacements.

In the end, the parties agreed to let arbitrators decide who would get the jobs. The decision was to assign work by seniority. The replacements, at the bottom of the list, were laid off but given a prior claim on whatever jobs open up.

Albers, active at one time in an attempt to organize for a UPW rival in the Wilson plant, contended this was not "permanent employment" in the sense of the company's offer of work to replacements. He sued (Continued on Page Two)

Air Force Flies Krebiozen To Patient On West Coast

A Strategic Air Command jet was used Friday to fly a controversial cancer drug from Chicago to a patient in Moses Lake, Wash.

The single-engine T-33 jet trainer was ordered to Chicago from SAC headquarters at Offutt Air Force Base, Omaha, Neb.

Refuel At O'Hare

After refueling at Chicago-O'Hare International Airport, the plane took off with an eight-ounce package of krebiozen for a brain-cancer patient in Moses Lake.

Dr. Stevan Durovic, developer of the drug, said an emergency telephone call requesting the shipment was received Thursday night at Krebiozen Research Foundation, 105 W. Adams.

Police rushed the package to O'Hare.

An Air Force spokesman here said the flight had been authorized at the Pentagon in Washington. Apparently the request for the flight originated with a physician in Moses Lake who asked the Krebiozen Foundation for the drug.

Two Pilots

The T-33 had two pilots, Capt. R. C. Ihde and Lt. Col. Richard Burgess. The name of

the cancer patient was not disclosed.

The Air Force spokesman said Air Force regulation 76-6 authorizes military aircraft to be used without reimbursement in emergencies where other transportation is not "available, feasible or adequate."

Krebiozen has been a source of controversy since Dr. Durovic first isolated the drug more than 12 years ago. A long campaign has been conducted to win its approval by the medical profession.

Trinidad Strike Settled; 18% Wage Hike Granted

International Federation of Petroleum Workers headquarters here has been informed by Oilfields Workers Trade Union, Trinidad, that refinery workers' strike against Texaco and Shell plants there has been settled.

Shift workers, who had been working 48-hour week, have received 42-hour week at same pay, under new contract, Rojas said, and day workers' hours have been set at 44.

Contract provides 18% wage increase in first year, 2% after one year and 2% after nine months more, Rojas said.



Chester Fulton (R), editor, is shown receiving not one but two plaques from Marjan 'Pete' Staniec, president, Greater Chicago Chapter, Muscular Dystrophy Associations of America, Inc., acting in behalf of the national organization. According to Staniec, "Because of the splendid cooperation of the National Independent Labor Journal in publicizing the national Muscular Dystrophy fund-raising campaign in 1959, and because of the personal enthusiasm and interest of the Editor to assist in this project, it was deemed appropriate that not only should the Journal receive this recognition but also the Editor." The plaques are signed by William Mazer, national president; Jerry Lewis, national chairman; Mrs. Lou Gehrig, national campaign chairman, and James A. Farley, honorary national chairman. Readers will recognize Staniec in his other role as social security district manager and columnist of "Social Security Speaking."

SPECIAL

SAVE YOUR SALES SLIPS!

Cash prizes for union members who are subscribers that have patronized the most advertisers with the largest amount.

Contest started with the May issue and will end with December issue. Read following issues.

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2. To aggressively advocate
and pursue plans that will in-
crease the economic advantages
of the laboring and producing
millions of our American peo-
ple.
3. To be vigilant in protect-
ing the gains made by working
people through their Unions in
recent years.
4. To be active in obtaining
for Labor, a greater share of
the fruits of our production.
5. To further the organiza-
tion and growth of independent
Labor Unions.
6. To do all these things in
the American way; that is by
lawful and free Constitutional
Government.

Loses Suit

(From Page One)

for \$33,000 damages, alleging
that those employed during the
strike took jobs—knowing they
would be subjected to “violence
of one sort or another”—only
because the company promised
permanent employment. The
court rejected this argument.

The decision is important. If
Albers had won, Wilson would
have faced similar suits by oth-
ers among the 950 replacements.
More far-reaching, the decision
against the legal rights of strike-
hired workers places the prom-
ises of “permanent” employ-
ment in a new perspective for
other companies and industries.

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had some good advice for its
readers. Reprinted in the cur-
rent issue of the Nat'l Indep.
Labor Journal, the advice is just
as good today as it was then.

Here it is.

Here are some interesting
don'ts—so don't fail to read
them: Don't forget that organ-
ization increases wages and
shortens the working day, mak-
ing work steadier.

Don't condemn the labor
movement because you know of
“objectionable features.” Every
man and every human institu-
tion has some imperfections.

Don't “Wait for others.”
Others are waiting for you.
Some must be among the first.
Why not you?

Don't forget that the more
bitterly the employer opposes
labor unions, the more the em-
ployee should support them.
There's a financial reason.
THINK IT OVER.

MORAL OBLIGATIONS

Don't shirk the moral obliga-
tion to do all you can to uplift
the dignity of your trade and
to elevate the standard of liv-
ing.

Don't be blind to your own
interests. Unionism helps all
working men; all society, the
home and state.

Don't let so-called “independ-
ence” prevent you from being
unselfish. We are all dependent
on someone or something. “No
man stands alone.” Get closer
together.

Don't forget that our interests
are identical. Improvement in
your working conditions means
improvement for all our craft.
We want your wages increased.

Don't be guided by unfair
papers or employer's magazines.
Hear both sides of the labor
question.

Don't be a non-unionist “be-

cause unions are not run right.”
Get into one and help keep it
“in the straight and narrow
path.”

Don't say “Unions can't ac-
complish their purpose.” They
can! Over 10,000,000 union men
and women say so!

Don't put it off. “Procrastina-
tion is the thief of time—and
of good intentions.”

Don't lose a single opportu-
nity of getting a NEW MEM-
BER for every new member of
the organization helps to reduce
unfair competition.

Don't hesitate about going to
meetings of your local unions
—and when you do go, don't
sit like a dumb-dora and after
leaving the meeting hall growl
because you had no voice in
the meeting.

Don't fail, as long as you carry
a union card, to be a hundred
per cent Brotherhood man.

**Labor Secretary Acts
To Invalidate Union
Election at Bayway**

Labor Secretary Mitchell to-
day moved to invalidate election
of officers held by Independent
Petroleum Workers of Bayway,
N. J., last February.

In civil action to set aside the
election, Mitchell alleged union
had failed to provide adequate
safeguards to insure fair elec-
tion. Suit was filed in U.S. Dis-
trict Court in Newark.

Union involved represents
workers at ESSO Standard's Bay-
way refinery at Linden, N. J.
Case is being brought under La-
bor-Management Reporting and
Disclosure Act of 1959.

Complaint asks that February
election be declared null and
void and that new election be
ordered, to be conducted under
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Social Reform Today is Led
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PORTLAND, Me. — The
leading social reformers of to-
day are men of wealth rather
than labor leaders, it appears
to New England Regional Di-
rector Joseph Salerno.

Speaking at the recent con-
vention of the Maine Federated
Labor Council, Salerno cited
Sen. John F. Kennedy, Adlai
Stevenson, Gov. Nelson A. Rock-
efeller and Paul Hoffman as
examples.

“All are wealthy men,” he
continued, “and though they
were born on the ‘right side
of the tracks,’ they have dedi-
cated their lives to the improv-
ment of living conditions of
the masses and the attainment
of true peace throughout the
world.
millionaires.”

He added: “These rebel men
of wealth are more progressive
than some of the ‘business-as-
usual’ union leaders of today.
The conservatism of much of
the American labor movement
and its failures to keep abreast
of the times has produced the
situation where social revolu-
tionaries of our age are often

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August 19, 1960

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ELECTION NOTICE

Notice is hereby given to the membership that the election for officers and delegates will be held Wednesday, November 16, 1960, in a trailer at the parking lot.

The petitions for the nominations of officers and delegates will be available from the secretary of the Union on and after October 16, 1960.

This notice is given in compliance with the Labor-Management Reporting and Disclosures Act of 1959.

Ernest E. Thomas, President
Frederick J. Eck, Vice President
Cecil Morin, Secretary-Treasurer

Affiliated with Confederated Unions of America (C.U.A.)

Right To Strike

The right to strike is considered by organized labor as part of the guarantee in the constitution that forbids involuntary servitude. No individual can be compelled to work against his will. In a free economy the ability of workers, either individually or in groups, to strike or refuse to work is considered the most important sanction behind their efforts to improve pay and working conditions.

In the United States, strikes are not prohibited except in a few cases. Yet the daily press uses scare headlines and usually presents a strike in as bad a light as possible.

A strike to obtain collective bargaining demands is usually the exception instead of the rule.

There are thousands of contract negotiations carried on each year between unions and employers that are settled peacefully, and incidentally are given little or no publicity in the daily press. In only a relatively few cases do strikes or work stoppages occur.

The idleness when these work stoppages occur compared to total time worked by all workers is negligible.

According to the Bureau of Labor Statistics of the United States Department of Labor, idleness due to work stoppages during all the years of World War II accounted for less than one-fourth of 1 per cent of total estimated working time of all workers.



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I am Old Glory—I speak for Democracy. My message can be seen shining in the sun from New York to San Francisco, from Alaska to Hawaii. I symbolize democracy. From my high place, I am able to hear the Cub Scout's Promise; on a clear, cool day in the fall I listen to the high school band playing the National Anthem; I wave proudly in parades honoring the nation's dead. To me democracy is the people—people who laugh, love, play, grieve, work, and worship according to their beliefs.

I am the American Bald Eagle. I stand for freedom. From my lofty perch I watched the white man disembark. I watched him establish himself in the wilderness. The shoddy treatment that he received at the hands of royal representatives made him long to break the shackles on his liberty. These colonists declared that—every individual is born with a right to life, liberty, and the pursuit of happiness. Unflinchingly these people championed their ideals even though it meant war!

I am the Buckman Tavern at Lexington, the rendezvous of the Minute-men. My eyes were turned toward Lexington Green on April 19, 1775, where fifty valiant men defied the first detachment of British soldiers. I heard the first shot and saw the first drops of blood stain the turf. It was to my protective shelter that the wounded patriots were carried. It was within a hundred yards of my door that the first life was sacrificed for

the American Ideal. Not until five and a half years had passed did peace once again come to our village and smile on our land.

I am the Liberty Bell pealing the tidings of peace. I hang in Independence Hall in Philadelphia where the anvil of brilliant minds forged the document for our American way of life. These men represented the thirteen colonies, and they fashioned a government; a new type of government, one that not only applied to their time, but one that would endure as long as men value human rights.

I am the Grass at Gettysburg. I saw the nation rent by friction. It was on my ground that the hardy American blood once fell. Under my now luxuriant covering are the graves of countless soldiers who wore either the Blue or the Grey. Here, when this final resting place was dedicated, Abraham Lincoln said, "This government shall have a new birth of freedom and the government of the people, by the people, and for the people shall not perish from the earth."

I am the American Free Press, one of the basic American rights. I shout the praises and truth of Democracy. The United States is one of the few countries in the world that has a free press. Americans want truth. They be-

lieve that if something is amiss that it should be corrected: unless they really know what is wrong they cannot correct it. Without the free press to inform the American People, the United States could easily lose its vigor, and yes, even its freedom.

I am the Goddess of Liberty. My torch burns bright with the glow of freedom and democracy. Twice I have bidden farewell to my sons on their way to foreign lands, prepared to sacrifice even their lives to enable my torch of truth to illuminate the sky. In one arm I hold a Tablet of Law, engraved with the date, July 4, 1776. At my feet to symbolize freedom from the binding chains of tyranny is a broken shackle. I stand at the entrance of New York Harbor; I am a

welcoming committee of one. To some people my welcome is the beginning of a new life; to others it is just a friendly "welcome home."

I am the Court of Flags at the United Nations. It is on this neutral plot of ground that nearly all the countries in the world gather in peace to discuss world affairs, economics, and the philosophies of government. The delegates observe democracy at work; they are shown the fruits

of the democratic way of life. Yes, the world knows about democracy. How will it answer?

I am an American teenager, I know of democracy; I understand these symbols; and I too speak for democracy.
Ann Mullen, Hingham, Mass.

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C.U.A. Convention Oct. 11 to 14th — Wisconsin Hotel — Milwaukee, Wis.

Parents' Control of Autos Hold Key to Teen Grades

Chicago—A teenager's use of a car, unless wisely regulated by parents, can affect his high school grades, his future, and possibly his life.

This was the main finding of what was perhaps the most comprehensive study ever undertaken to determine the influence of autos on teenage behavior.

The study was conducted by Allstate Insurance Co. in cooperation with 30 selected high schools throughout North America. The survey explored the academic, social and driving habits of 20,000 junior and senior high schoolers.

"The study leaves no doubt that it isn't the car but the control of its use that's important," declared Judson B. Branch, Allstate president.

In the light of survey findings, Branch offered the following recommendations to parents on controlling their young drivers:

1. Make scholarship and home-work first; cars second.
2. Restrict the use of cars to week-ends and keep the week days for school work. There will be exceptions, but this should be the basic approach.
3. If your youngster's grades are in bad shape, don't allow use of the car on the condition that he or she promises to do better. If you do, you're practically guaranteeing that the student won't do better, and in all probability, will do worse.
4. Vote against a part time job if the child has to have a job to buy a car or support one. Don't let a student's industriousness drift too far from the classroom.
5. Keep the keys in your own pocket. Don't allow the youngster the excuse: "I bought it." Lend your car under proper circumstances rather than take a chance on your child's future.
6. Withhold extensive car privileges to a 16-year old for at least one year. Extensive car usage by a youngster this age

almost always has an adverse effect on grades. When limited for a year and then controlled, normally no serious problem results.

7. Decide early against letting your youngster "keep up with the Jones boy" as far as cars are concerned. It's not worth the price the child may have to pay later on.

8. Don't be deluded into an attitude of unwarranted trust in your teenager's driving habits. Trust his honesty but not his immaturity. Many youngsters have their own definition of safety and all too often it's far different from an adult definition.

9. Make sure your teenager learns to drive properly—not by friends or relatives, but by a professional driving instructor. See to it that your child completes a high school driver education course.

10. When the boy or girl gets a job during the school vacation, you should consider the amount of money that will go into auto upkeep. If the amount is excessive, then car use is probably excessive. And in all probability you'll face a problem of "breaking the habit" during the next school term.

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The Individual's Responsibility

Nearly every day we employees see another example of our companies leadership as a corporate "good citizen" of our community, the nation, and the world. They pour time, money, and talent into youth work, local and national charities, education, vocational guidance, trade associations, and many other constructive projects.

Let each of us, as individuals, follow the companies good example and broaden ourselves as private "good citizens" of community, nation, and world.

And it doesn't cost; it pays. It costs nothing but a little time to acquaint ourselves with the political candidates and issues, and it pays to vote for honest, competent government.

It costs nothing but a little time and effort to visit our children's schools and meet their teachers, principals, and school boards. And it pays in the assurance that our children are getting the quality of education required for good citizenship in the future.

The price of a letter to our congressman,

mayor, or other government official is only thought, paper, and a stamp, but the value is the flow of ideas, opinions, and directors from citizen to government.

The cost of leading young people in their struggle to mature in this complex society could be measured in our man-hours, our concern, and even in our patience. But the reward—molding future citizens in the American tradition—cannot be price-tagged.

Sublimation of self-interest to spiritual interest is the price required by the particular religion of our choice; and perhaps this is also the reward.

In some areas of our responsibilities as citizens, we cannot apply our personal time and effort. Therefore, we must do the next best thing by contributing our money, each according to our means.

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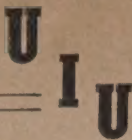
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Mr. E. D. Marsh, President
Protective Motor Service Co., Inc.
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Philadelphia 47, Pa.

Dear Mr. Marsh:

At a meeting of the Board of Directors of the United Independent Union held Monday, August 8th, 1960, charges of Disloyalty to the Union against Mr. Walter C. Wentz, Jr., available-guard, Allentown, Pa., were heard and by unanimous decision of the Board, Mr. Wentz was found guilty as charged and the penalty imposed by the Board was disbarment for life from membership in the United Independent Union.

Please be advised that effective immediately, and in accordance with ARTICLE II, Section 2.01, of our current AGREEMENT, Mr. Walter C. Wentz, Jr. is not to perform any duties whatever connected with the operation of Protective Motor Service Co., Inc., nor will he be employed or perform any work for any other companies under contract by the United Independent Union.

Copies of this letter will be sent to all labor organizations on our mailing list.

Very truly yours,
UNITED INDEPENDENT UNION

(Signed) Rudolph S. Struensee
Secretary and Treasurer

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For Informed Voting

The Average American wouldn't think of buying a pig in a poke — a house without looking inside, or a car without knowing the price.

But when it comes to the affairs of our government—local, state and national — far too many of us vote without thinking.

This November a great number of voters will decide the important issues facing our country with less thought than in choosing a vacation.

The issues, however, are not houses, or cars, or vacations. They are the cost of living . . . prosperity . . . foreign policy . . . defense . . . and even survival itself.

Yet on these and other critical issues many voters will base their decisions on nothing more substantial than the opinion of a friend, a chance discussion across a lunch table, or "be-

cause my father voted that way."

In a land blessed with freedom of ideas—and the full expression of those ideas through the newspapers, radio, television and magazines—there is no reason—no excuse—for being an uninformed voter.

Read your newspapers and magazines; as many of them as you can. Watch and listen to the candidates, the commentators, and your friends and neighbors. Attend and take part in political rallies and meetings.

Search out all the facts and opinions. Think about them, weigh them, evaluate them. Then . . . make up your mind.

All of us cannot be office holders in the daily drama of government. But by knowing and voting on the important issues, we can make our own views known, and thus help shape the future of our government and of free men everywhere.

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"Pat" Patterson—A Pioneer In Apprenticeships Affairs

Chicago, Ill.—Labor Day is a day of dedication as well as celebration. We celebrate advances made in living standards and conditions of work, but we must also consider the challenges of the nation's manpower future. It is fitting, then, that on Labor Day, 1960, we should pay tribute to a man who has contributed so much to preparing for our manpower future—the late William F. (Pat) Patterson.

Future planning will include expansion and improvement of all forms of training on the job, including apprenticeship for the skilled trades. "Pat" Patterson was a pioneer and leader in national apprenticeship affairs.

From its formation in 1934 to 1956, Mr. Patterson was Director of the Bureau of Apprenticeship and Training, U.S. Department of Labor. From 1956 until his death in October 1959, he was a Special Assistant to Secretary of Labor, James P. Mitchell. Paying tribute to his late aide, Secretary Mitchell said: "He leaves a great heritage to our nation through his contribution to developing the skills of its work force."

Born in North Freedom, Wisconsin, in 1898, Mr. Patterson went to high school in Baraboo and the University of Wisconsin where he completed graduate courses in labor economics in 1933.

In Wisconsin, prior to 1934, he served seven years as Director of Guidance and Employment, Milwaukee Vocational School; two years as Manager of Industrial Relations, Yates-American Machinery Company, Beloit; two years as Assistant State Supervisor of Apprenticeship and three years as Assistant Superintendent of the Milwaukee Employment Office.

In December 1956, he was appointed by the Secretary of Labor to the newly established career post of Special Assistant to the Secretary. In that position, he concentrated on programs

for the enlargement of apprenticeship and other training and represented the Department of Labor at national and international conferences in that field. As Secretary Mitchell said: "Pat had a great capacity, almost a unique quality, to make friends. I never knew a person who disliked him." The last conference he attended was the 3rd Constitutional Convention of the AFL-CIO in San Francisco in September 1959.

In 1956 and 1957 he headed the American Delegation to Southeast Asia Treaty Organization Study Group Meetings on Shortage of Skilled Labor. He was elected and served as chairman of both meetings. In numerous foreign assignments he appraised manpower training activities through conferences with representatives of employers, labor and government and through plant and school visitations. In 1957 he made visits in Japan, the Philippines, Hong Kong, Thailand, Pakistan, Iran, Turkey, and in 1948 and 1957 in Italy and Switzerland. In 1948 he visited Greece; in 1936 and 1948 France, and in 1936 Germany.

Mr. Patterson was Chairman, Federal Committee on Apprenticeship from 1942-56; Member of the Veterans Administrator's Vocational Rehabilitation and Education Advisory Committee from 1952-56; Vice President and Treasurer, National Vocational Guidance Association from 1932-34; President, Wisconsin Vocational Guidance Association, 1934; and Secretary, Wisconsin Industrial Relations

Association from 1929-32. He was a member of the President's Committee on Government Employment Policy, the American Apprenticeship Round Table, the American Society of Training Directors and the American Legion.

For 25 years, until his death, Patterson carried the message of employer-employee cooperation in apprentice training to every State, in hundreds of speeches and conferences. Under his leadership 7,800 joint employer-employee apprenticeship committees were established. Twenty international unions and national employer associations developed national apprenticeship standards and 27 States, the District of Columbia and Puerto Rico actively participate in the promotion of apprenticeship under the guidance of Employer-Labor Councils.

In recognition of his outstanding work on behalf of apprentices and improved employer-labor relations, a memorial is being sponsored by fellow workers and friends of the late Mr. Patterson.

The William F. Patterson Apprenticeship Memorial Award will be made for apprenticeship program excellence to the sponsor or operator of the program. There will be one award for each geographic area in the form of a plaque or parchment scroll.

Many individuals and organi-

Secretary Sues 2 Firms For Unpaid Overtime Wages

Minneapolis—A lawsuit under the Federal Wage-Hour Law for \$1,048.29 in back overtime wages due three former employees of the Star Enameling, Inc. and Le-Rae Enterprises, Inc., both of 3715—50th Avenue North, Minneapolis, was filed this week in the U.S. District Court here today.

The action was filed in the name of Secretary of Labor James P. Mitchell, upon receipt of written requests from the three employees, as provided by the statute.

The complaint alleged that the companies failed to pay a bookkeeper, a warehouseman, and a factory worker, the required one and one-half times their regular rates of pay for time worked in excess of 40

hours in a work week, during varying periods of employment, between February 1958 and November 1959.

Star Enameling, Inc. was engaged in the production of vending machines and other products which were sold and shipped in interstate commerce by its associated distributing company, Le-Rae Enterprises, Inc.

Filing of the complaint followed an investigation of the firms by the U.S. Labor Department's Wage and Hour and Public Contracts Divisions, under the supervision of Earl F. Halverson, Regional Director.

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There's One At Every Union Meeting

The Confused Listener: He tries to be helpful but can't follow the proceedings. He rises to say there's a motion before the house; and has to be told it was rejected half an hour ago. He has a habit of sitting in the last row and complaining he can't hear. Throughout he carries an outraged attitude of "why don't people tell me these things."

The Professional Seconder: He never thinks up an idea, and is so overwhelmed when someone else does, that he comes in with a loud "second the motion." Any nonsensical scheme any one can think up gets his nod. He then settles back to enjoy the confusion or dozes until time for him to chime in with another second.

The Willing Voice: He takes little part in business but votes in loud voice. He is always eager to swell the vote of the prevailing side. A dangerous yes man.

Behind-the-Hand Mutterer: He fumes, fights, mutters to his neighbor, but seldom takes the floor to speak. If you sit beside him you will miss hearing the most important points of the meeting. He votes no consistently, and mutters, "What can you do in a mess like this?"

Explode-at-the-Door Man: He sits quietly through the meeting as if everything were to his liking, but at the door he boils over. You hear him say, as he rounds up a few discontented members, "And another thing I didn't like . . ."

Next-Day Complainer: After thinking it over he decides the meeting had better be run over. As he corners you he says, "Are you going to stand for that?"

"We-Always-Do-It-This-Way" Member: He is a traditional, forever looking over his shoulder. The old way is the only way. If a change of any kind is suggested, or a new idea brought forth, he fears the new officers are leading up to ruin.

Super-Parliamentarian: He knows all the rules when they are not needed. But when you run into difficulty, and call upon him for advice, he has forgotten his rule book.

Stay-at-Home Member: Meetings bore him. He has his own way of wasting time. Besides he doesn't want to feel responsible for anything that happens. The blood is not on his hands if he didn't go to the meeting.

The Obstructionist: He delights in tying the meeting into knots. Anything he can do to make the meeting so long or unpleasant that members will stay away next time, he will gladly do. He may work with henchmen to wear down the membership so that his gang can take over.

Pre-Meeting Specialist: Before the meeting is held, he explains just what should be done. He is still going strong at 1:30 but by meeting time he is exhausted and has to be guided home.

—Maryland Labor Press.

Headache---Most Common Pain

Headache is probably the most common affliction we have, being even more prevalent than the common cold. It is estimated that at least half of the people who see a doctor have headaches as one of their complaints. "Chronic" headaches afflict possibly ten per cent of our population. The average American probably has no less than six headaches a year painful enough to drive him to the medicine cabinet.

The exact cause of headache is not fully known as yet; that is, the exact mechanism by which headaches are produced. The latest theory is that headache is produced by a combination of factors, the result of the release of a "pain substance" from nerve ends in the scalp at the same time arteries in the head have become dilated due to one cause or another. This substance cannot by itself cause headaches, nor can dilation of the arteries alone cause them. But if both happen at the same time, you've got a headache.

However, we do know there are many conditions in the body that may produce this combination of events which results in a headache. About 95 per cent of headaches, in fact, are in this category. A notable point about the common headache is that its root is not inside the head. Such simple things as poor ventilation in a room, fevers due to almost any type of illness, skipping a meal, over-concentration or nervousness may result in the combination that leads to a headache.

In fact, about 70 per cent of all headaches are due to tension. This is the result of concentration or preoccupation with anything for too long a time, which may include dwelling on any emotional conflict as well as the conflict itself. (Strange as it may seem, high blood pressure and sinus trouble are among the least common causes of headaches.)

One of the worst types of headaches is, of course, migraine. This is a severe headache which usually comes on only one side of the head and is accompanied by nausea, vomiting and "fire-works" inside the head or before the eyes. This attack may last for half an hour, all day, or, in extreme cases, for several days. Fortunately, only ten per cent of all headaches are of the migraine type. They seem to be more apt to occur in certain types; for instance, women who are the hard-driving, compulsive, perfectionist type and who don't unwind easily. They are the women who have several jobs to do in one day—cleaning, laundry, cooking, etc., and want each of them done perfectly and on an exact schedule.

Headache is purely a subjective manifestation. With the exception of migraine victims who may be vomiting excessively, there is usually nothing ab-

normal found when these patients are examined. The doctor has to take the patients word for it when he complains of a headache.

In spite of the fact that headaches are generally a minor problem, a great deal of medical investigation has been going on to arrive at a solution. This investigation has proved that over three-quarters of all headaches originate in tension and that they can be helped a great deal if the patient will follow advice about changing his living habits.

Insofar as specific treatment is concerned, aspirin is still our best bet. Surprisingly enough, we do not know how aspirin works, but we do know that in most cases it will relieve the headache. In cases of migraine we have other drugs, such as gynergen, which usually do the trick.

Cure of headache really means prevention of headache. To accomplish this, living habits must be changed. Here's a prescription:

1. Avoid useless worry. Worry seldom solves anything and only makes you tired and tense. Do something about what is worrying you—get the problem off your mind.
2. Develop tolerance. Friends, husbands, wives and associates may not be ideal, but they all have some good qualities. Try to understand people better.

(Continued on Page Twelve,

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What Makes A Marriage Succeed?

"And they lived happily ever after."

Why can't this fairy-tale ending be written more frequently in accounts of real-life marriage today?

It's a sadly familiar fact of modern American life that very many people find their marriage is not filled with the "wedded bliss" they'd expected. A consequence is that the nation's divorce rate is climbing.

The paramount question, therefore, for those contemplating marriage—as well as for many already wed—becomes: "What makes a marriage succeed?"

According to leading authorities, the most happily married couples are those who can say:

1. We are good companions and have very few conflicts.
2. We always resolve our disagreements by mutual adjustment.
3. We find little or nothing in marriage to complain about.
4. We do not regret the choice we made, and we would choose each other again.
5. We consider our marriage to be definitely happier than the average.

Sociologists tell us that we are a "marriage-minded" nation. Statistics show that more and more teen-agers are getting married. Forty-seven per cent of all brides this year will be under 19. But one-third of all marriages in which the brides are under 20, end in divorce.

There is a constant search for a formula that will produce a happy marriage. However, there is no pat answer, each couple is an individual case. But a recent booklet by marriage counselor David R. Mace, published by the non-profit Public Affairs Committee, suggests some conditions that are almost always present in successful marriages.

Reasonable expectations: Too many young people have a highly romantic idea of married life as a state of heavenly bliss that

goes on effortlessly forever. A real-life relationship between two ordinary mortals just won't stand up to that expectation. So if you think marriage is sort of a magic wand that is going to solve all your problems, you are doomed to failure before you begin.

A happy childhood: Generally speaking, a mate who is kind, considerate—and dependable comes from a happy home.

Trust and confidence: Many young couples, spoiled by indulgent parents, are inclined to throw in the towel at the first differences that arise. Compatibility—harmony between personalities—is a basic ingredient in the successful marriage.

Good sexual adjustment: This, according to Dr. Mace, arises from "the ability of two people to give and receive love and affection through all kinds of bodily expressions that are free from guilt, fear and shame. It means outgoing warmth and freedom in the whole range of your feelings—the capacity to enjoy the intimacy of belonging to another completely and to be glad to meet the other's needs."

Married love is much more than sex attraction. It includes the desire to cherish, help and care for the one you love. The willingness to make sacrifices and acquire a "we" feeling is at the heart of a good marriage.

Some people are better marriage prospects than others. From accumulated study, a picture can be drawn of the person likely to be happy in marriage.

He (or she) is cooperative. He works well with people in authority, is kind toward his subordinates and is ready to help anyone in need.

He is friendly. He treats mem-

bers of the opposite sex as equals and is at ease with people generally.

He is willing to change an attitude: To deeply care for another person involves a sensitivity to the needs and desires of that individual. Adaptability is essential, but more important is the willingness, if necessary, to change an attitude out of respect for the feelings of your marriage partner.

He is able to live in unity. A regard for the other's privacy and individuality also is present in a successful marriage. Unity, more than union, is the real aim of marriage.

A frequently asked question is whether children bring increased happiness to a marriage.

If the marriage bond is a strong one, children will further strengthen it. But if it is weak and insecure, parenthood is likely to aggravate the difficulties.

When married people have the right approach to parenthood, it increases their happiness for two reasons. First, it binds them more closely together in a common task—guarding and guiding their child through childhood and youth.

Secondly, parenthood turns a couple's lives outward, away from themselves. One of the deepest truths about happiness in general is that it comes most often not to those who pursue it for its own sake, but to those who forget themselves in service to others. The devotion of parents to their children lifts them to a new nobility and dignity.

More information on success in marriage can be found in the booklet, "What Makes Marriage Happy?" obtainable for 25 cents at the Public Affairs Committee, 22 East 38th Street, New York 16, N. Y.

Young Workers To Be Protected Against Saws, Shearing Machines

To safeguard young workers from the hazards of circular saws, band saws and guillotine shears, Secretary of Labor James P. Mitchell today set a public hearing on proposals to raise to 18 years the minimum age for employment in the operation and maintenance of such machines. The action was taken pursuant to the child-labor provisions of the Fair Labor Standards Act.

The hearing will be held September 14, 1960 at 10 a.m., Room 2325 Main Labor Building, Washington 25, D. C. Formal notice of the hearing was published in the Federal Register yesterday.

Operation of such saws and shears by employees under 18 years of age is already prohibited when these machines are used on certain materials, e.g., wood and paper.

A proposed new Hazardous Occupations Order No. 14 would extend the 18-year minimum to all such machines, regardless of the materials being processed. Existing hazardous-occupations orders would also be amended to bring them into consistency with the proposed order and cover employees servicing these machines as well as operators.

With the aid of technical advisors from State labor departments, industry, labor and insurance associations, the Labor Department's Bureau of Labor Standards made an extensive study of the occupational hazards to young workers in the operation of these machines. Findings indicate that these machines are hazardous for young workers regardless of the materials being processed.

The findings cite reports of injuries to 16 and 17-year old

operators of such machines. Injuries included multiple amputations of fingers, fractures and severe lacerations of fingers and hands and show that safe operation of these machines requires "caution, good judgment, and skill," attributes which 16 and 17 year-olds often lack.

"Safety experts interviewed during this investigation were unanimous in the opinion that the operation of these machines is particularly hazardous for minors under 18 years of age," the findings conclude.

Exempt from the terms of the proposed order are circular and band saws and guillotine shears with full automatic feed and ejection and a fixed barrier guard to prevent bodily contact with the point-of-operation. Apprentices and student-learners are excluded from coverage of the proposed order under specified safeguards.

Work in setting up, adjusting, repairing, oiling and cleaning these machines, automatic or otherwise, would require an 18-year minimum.

Copies of the notice of hearing and report of investigation "Report No. 14—Circular Saws, Band Saws, and Guillotine Shears" are available on request from the Bureau of Labor Standards, U. S. Department of Labor, Washington 25, D. C.

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Labor Department Recovers \$1 Million In Back Wages

Madison, Wis., Aug. 19, 1960 —The U.S. Labor Department's Wage and Hour and Public Contracts Divisions discovered over \$1,800,000 in minimum wage and overtime underpayments during the fiscal year ending June 30, 1960. As a result of the Division's investigative efforts \$1,048,815 has been paid already to 8,395 workers in Wisconsin, Indiana, Minnesota, and Illinois.

In Wisconsin, investigations disclosed underpayments of over \$349,000 of which employers have paid \$189,880 to 1,553 employees, so far.

This was reported here today by Earl F. Halverson, Regional Director, in charge of the administration and enforcement of the Fair Labor Standards Act and the Walsh-Healey Public Contracts Act in the Midwest.

Most of the violations found were under the Fair Labor Standards Act, better known as the Federal Wage-Hour Law, which provides that employees engaged in interstate commerce must be paid at least \$1.00 an hour and one and one-half times their regular rates of pay for all hours worked in excess of 40 in a work week. The Public Contracts Act applies to Government supply contracts amounting to more than \$10,000.

Halverson emphasized that many of the underpayments were due to a misunderstanding or misapplication of the laws' exemptions, and that the majority of the firms found in violation had agreed to pay back wages to their workers.

The offices of the U.S. Labor Department's Wage and Hour Division in Wisconsin are located at Room 338, Federal Bldg., Milwaukee 2, Wisconsin —Tel. BRoadway 2-8600; and

at 638 State Street, Room 203, Madison, Wisconsin—Tel. ALpine 5-9015.

Kefauver Election Winner

Morning Advocate, Baton Rouge, La.
Tennessee Senator Wins Renomination Over Judge Taylor

NASHVILLE, Tenn. (AP)—Tennessee Democrats renominated Sen. Estes Kefauver Thursday for a third term over Judge Andrew F. Taylor, a strong segregationist and states righter.

Tabulations from 2,047 of 2,591 precincts, showed this decisive margin:

Kefauver	328,159
Taylor	161,740

The Democratic senatorial nomination is as good as election in Tennessee.

The figures came from all sections of the state, including metropolitan Shelby County (Memphis), where Taylor expected an over-whelming margin to support his conservative stand on civil rights. But Kefauver was running slightly ahead, even there.

Without actually conceding defeat, Taylor said "there are two strikes on me."

Clear Cut Issue
"I think the issue was pretty clear cut," Taylor told news-

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men. "It was a liberal versus a conservative candidate."

Kefauver told newsmen he and his attractive red-haired wife Nancy were grateful for his "tremendous vote."

"It is even more encouraging that the vote of Tennesseans today makes it clear that detractors of the South, who tried to say that we are a backward people, have been proven wrong," the senator said.

"The South will continue to move forward with the mainstream of American civilization."

The serious-minded Kefauver, running throughout the campaign "just like I was one vote behind," swept across the state from East Tennessee with a lead so decisive it surprised many of his followers.

Injunction

(From Page One)
Director of the U.S. Labor Department's Wage and Hour Division, said an investigation disclosed information that many of the company's employees were not being paid the minimum wage of \$1.00 an hour, time and one-half for overtime worked after 40 hours in a work week, as required by the law, since December 1958, and that it had violated the record-keeping provisions of the Act.

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U.S. Government Officials To Discuss New Labor Law

Chicago, Ill. — The Labor-Management Reporting and Disclosure Act of 1959, will be the subject of a featured discussion by top ranking Government officials at the Annual Convention of the Federal Bar Association to be held September 15-17 at the Conrad Hilton Hotel, Chicago, Illinois.

The Labor Law Committee of the Association has arranged for a panel of leading Government officials to discuss some of the major problems in the administration and enforcement of this new labor law. The meeting will be held on September 15, at 2:00 p.m. in Private Dining Room No. 2 of the Conrad Hilton.

The panelists will be Harold C. Nystrom, Acting Solicitor, U.S. Department of Labor, Stuart Rothman, General Counsel, National Labor Relations Board, John L. Holcombe, Commissioner, U.S. Department of

Labor's Bureau of Labor-Management Reports, William C. Hundley, Chief, Organized Crime and Racketeering Section, Department of Justice, and Joseph Alton Jenkins, Member, National Labor Relations Board.

Herman Grant, Regional Attorney of the U.S. Department of Labor in Chicago, Illinois will act as moderator.

Mr. Grant pointed out that business executives, union officials, and consultants interested in labor-management relations will attend this special discussion of the new labor law commonly called the Landrum-Griffin Act.

The Federal Bar Association has a membership composed of over 8,000 government lawyers and former government attorneys. This is the Association's first convention held away from Washington, D.C.

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How Cheap Can You Get?

Joseph J. Sotak

Earlier this week I was informed of Management's plans relative to having the Plant Protection Department provide Service now being provided by Chauffeurs of the Transportation Division. The Union immediately protested this Company position and followed by notifying the Company that a Union proposal would be forthcoming claiming pay for Chauffeurs if the Company decided in favor of going ahead with their plans.

The reason advanced by the Company was one that I feel has reached a new low; it was "in the interest of economy." The Company then followed by stating that each Ambulance trip cost the Company approximately \$200.00.

I knew that we were in competition with other oil companies, but this is the first time I have known that we were now competing with the local funeral directors. The Standard Oil Company is now weighing the life and death of its employees in dollars and cents.

The Union pointed out that fast, efficient Ambulance trips provided by the present Chauffeurs in the past has saved the lives of many employees. However, the Union's argument fell upon deaf ears because they were stuffed with money.

Eighteen (18) years ago an

arrangement somewhat similar to the one presently proposed by the Company was in effect at the time the Company suffered the sad experience of having employees who were not familiar with the Refinery roads and the operation of an ambulance, operate the ambulance. The Company then abandoned this idea and agreed to have the Trucking Department take over the job.

Today, giving no due regard to life, they are planning to go backward; 18 years backward. (Of course the expressions going backward and Standard Oil Company are synonymous) to the old method of having poor service rendered by people who are Guards and not Chauffeurs; by people knowing nothing concerning the Ambulance and its equipment.

Another Company reason forwarded by the Company was that the Ambulance driver was "not productive" which the Union claims is not true. This Union contention is evidenced by the fact that he has been productive for 18 years—and rather than to say to hell with saving the life of an employee, they should see that he becomes productive. Of course this takes a little planning by the Glass House Gang and they don't have the time.

Under the way the Glass House Gang is running the Refinery today, the Nurses, between bandaging, will be required to wash the windows and

floors in the Glass House; the X-Ray Technician will be required to take photographs of Refinery equipment; the Doctors, between patients, will be required to wash the cars of the Glass House Gang and then cut the grass at the Refinery Service Bldg. Between washing cars, and while all this is going on—Mechanical Division Foremen earning approximately \$700 a month, will be running errands watering flowers and etc. for the Glass House Gang—and they call this ECONOMY??

Oh, I almost forgot . . . I didn't contact the Safety Department on this matter. Guess why—remember the flat tire deal?

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Headache

(From Page Eight)

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of the headache over those of previous months.

2. If there is a change in your ability to see or hear along with the headache.

3. If you feel a weakness or numbness on one side of the body along with the headache.

4. If you have trouble concentrating.

5. If any member of your family genuinely believes your personality is different since the onset of your headaches.

6. If you have trouble concentrating.

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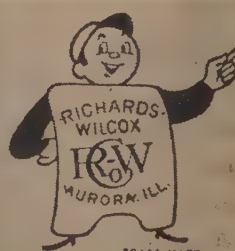
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CHESTER FULTON

MARJAN P. STANIEC

(The telephone rings in a Chicago District Office of the Social Security Administration . . .)

Staniec: Hello, Staniec speaking!

Fulton: Hello, Staniec, this is Chester Fulton. You have been good enough to answer many questions about the social security law and to explain how the law applies to various situations. You have also furnished booklets which explain the benefits provided by the law. Well, I referred to page 6 of your booklet, OASI-35, entitled, "Your Social Security," while discussing with a lawyer the proofs that are needed when a young widow applies for benefits for herself and her children. I later gave him the booklet because it helped answer several other questions that he raised; and he asked if I knew about other more authoritative social security publications for persons who advise people in their personal and business affairs.

Staniec: Oh, yes! There are other publications. In fact there are two new publications aimed at providing the public with more details on how we operate and the rules we follow in deciding claims.

Fulton: Good! Tell me about them for I have noticed that in recent years the public, in general, and, more specifically lawyers, accountants, insurance consultants, representatives of labor organizations, personnel managers and others have shown an increasing desire to know more about how the law is interpreted and administered.

Staniec: In response to that interest and because of the obligation we have to make available all details which affect the rights of claimants under the OASDI program, it was decided that the publication of the social security handbook and rulings would be resumed.

Fulton: Suppose you explain the publications in the order of their authority.

Staniec: All right, I will! The top authority is the Social Security Act; that is, the laws pertaining to social security as enacted by the Congress of the United States and signed into law by the president. The So-

cial Security Act is the basis for the Old-Age, Survivors, and Disability Insurance program and is the foundation for the Regulations and all rules pertaining to the administration of the program. The Act is available in the "Compilation of the Social Security Laws" which may be obtained for \$1.25 per copy from the Superintendent of Documents, Government Printing Office, Washington 25, D.C.

Fulton: Is the compilation easy to read for persons like myself?

Staniec: The compilation of social security laws consists of 392 printed pages. Trained technicians such as lawyers frequently go to the law when considering technical points under the law. There are other publications which I think are easier to read and which generally answer the questions asked by laymen.

Fulton: What about the regulations?

Staniec: The Social Security Regulations are the interpretations and policies formally adopted and promulgated by the Secretary of the Department of Health, Education, and welfare which are necessary or appropriate to the administration of the provisions of the law. Regulations have the force and effect of law and are binding on the Administration and the public alike until amended or revoked. The regulations relating to old-age and survivors insurance benefits are published in the Federal Register and Code of Federal Regulations, under Title 20, Employees' Benefits Chapter III. Copies of regulations are also available from the Superintendent of Documents.

Fulton: You mentioned something about social security rulings.

Staniec: "Social Security Rulings" are interpretations of the law and regulations issued by or under the authority of the Commissioner of Social Security. All published rulings not superseded are binding on all offices of the Social Security Administration, including the Bureau of Old-Age and Survivors Insurance and the Office of Hearings

and Appeals. Rulings are available to the public. They may be obtained from the Superintendent of Documents, GPO, Washington 25, D.C. for prices as follows: Single Copies—25c, and Subscriptions for a year for \$1.00.

Fulton: How often will these rulings be published?

Staniec: "Social Security Rulings" are issued quarterly, and they were first issued in July of this year. They can be used by the public for reference and comparison with individual cases and can be consulted by lawyers and courts as an authoritative source of decisions relating to the old-age, survivors, and disability insurance. The rulings will also contain announcements of changes in the Social Security Act and Regulations relating to the OASDI program and will also make miscellaneous announcements concerning this program which will be of interest to the public.

Fulton: You said there are two new publications, and I know that the law and regulations are not new. What is the other new publication?

Staniec: "The Social Security Handbook." It is a booklet which contains almost all of the substantive rules and interpretations of current applicability. It is designed for the information of and use by the public and representatives or advisors of claimants or potential claimants for OASDI benefits. It is an explanation of rules—not the rules themselves.

Fulton: That sounds more like the type of publication that I might use. Tell me more about it.

Staniec: It contains 242 pages of text and includes a detailed index of subject matter and a chapter on related programs. It is directed to people who want a more thorough understanding of the program than can be obtained from our various informational pamphlets. It explains what should be done to protect and establish rights under the social security program.

Fulton: Thanks for the information about these publications. Can this handbook also be purchased from the Superintendent of Documents?

Staniec: Yes, and it costs 75c. On the other hand let me remind you that individuals may obtain informational pamphlets from social security offices FREE OF CHARGE.

Fulton: Thanks,—again! I'll be calling you later. Goodbye for now!

Staniec: Goodbye! Call any time.



Miss Lee Phillip (WBBM-TV STAR) Being Crowned as 1st "MISS SOCIAL SECURITY" — she wore 1st Original Dress Creation, made from actual Social Security Cards.

Miss Lee Phillip, lovely TV star of her own show on WBBM-TV, CBS, Chicago, (Friday, Aug. 12,) was crowned as the first Miss Social Security, in conjunction with the 25th anniversary of Social Security which was being celebrated the next week throughout the nation. It was August 14, 1935 that the President signed into law the original Social Security Act.

As an additional eye-catcher for the lovely Lee Phillip, she wore an original dress creation, designed especially for her and made from actual government social security cards (about 250 cards were used). Each of the cards bears her name and her own assigned social security number.

Officiating in the crowning ceremony and conceiving the dress design was Marjan 'Pete' Staniec, social security district manager, 8800 Stony Island Avenue, Chicago, who was also celebrating his own anniversary this week as social security administrator, having been with social security 20 years. Staniec, when commenting about Lee Phillip's unique dress, quipped, "Miss Phillip is really adequately covered by social security,"

having reference to the many social security cards that made up her gown, which she wore on her TV program.

Members of Staniec's staff volunteered homework time in sewing the dress and designing the crown. They were Mrs. Irene Wilson, 8624 Indiana; Miss Ruth Collins, 9533 S. Leavitt; Mr. Thomas O'Connor, 8765 S. Kolmar, Oak Lawn; and his wife Lillian Sears Staniec, 2029 W. Pensacola Ave., Chicago.

Social Security offices throughout the nation conducted special anniversary informational programs and events in their communities such as open houses, mobile office service units in remote areas, and hundreds of Social Security Week proclamations were issued by Governors and Mayors. It was hoped that the public would avail itself of the opportunity to become more fully informed of its rights and obligations under the law. 14 million men, women and children are now receiving \$900 million this month. More than \$50 billion in benefits has been paid since January 1940, the start of monthly family benefit payments.

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